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COUNTY LIBRARIAN

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ASST. DIRECTOR
PUBLIC SERVICES

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TO: Supervisor Yvonne B. Burke, Chair
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FROM: Margaret Donnellan Todd
County Librarian

SUBJECT: **SECOND QUARTERLY REPORT – RECRUITMENT AND RETENTION**

This report is an update on the status of the County Library's recruitment progress for the second quarter of FY 2007/08—the months of October, November, and December 2007. The Department had 31 vacant Librarian I positions at the end of September 2007. During this quarter, the Regional Administrators continued to interview candidates every Friday, and filled 11 Librarian I vacancies. During the same period, six Librarian I's left County employment. Among those who left County service, three resigned for positions at other library systems with higher salaries, one left for personal reasons, one moved, and one left because her work authorization expired. At the end of December, the Department had 26 vacant Librarian I positions.

Recruitment – Conference and Campus Interviews

During this period, under the direction of the Chief Deputy County Librarian, the Department's Graphic Artist designed and produced colorful recruitment posters for the members of the Recruitment Task Force to distribute to library schools prior to their visit. In mid-December, 15 posters were mailed to various library schools in the East Coast to inform potential candidates about our recruitment activities at the American Library Association (ALA) Midwinter Meeting in Philadelphia in January 2008.

In October 2007, at the California Library Association (CLA) Conference in Long Beach, recruitment team members staffed the recruitment table and distributed Library brochures to many conference attendees. During the conference, the Department interviewed six candidates and placed five of them on the eligibility list. At the conclusion of the CLA Conference, we also contacted 11 other candidates who had registered with the Placement Center, but who did not attend the conference, to determine their interest in employment with the County Library. Two of them said that they would submit applications.

Internships

During this period, a new Librarian Intern list was promulgated. The Recruitment Task Force interviewed three candidates and placed two of them in the Culver City Library and La Mirada Library. The third candidate will be placed at the Clifton M. Brakensiek Library (Bellflower) pending her advisor's approval.

Conclusion

We are continuously engaging in active recruitment measures to seek qualified candidates from the Los Angeles area, throughout California, and across the nation.

MDT:rmo
U_Board Report

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